

# Five Acre Wood

## Speech and Language Therapist

**Reports to:** Lead Speech and Language Therapist

**Pay grade:** KSF-G plus Five Acre Wood allowance

### Job Description

#### *Purpose of Job:*

To lead and deliver a high-quality, evidence-based Speech and Language Therapy service within the school, ensuring that pupils communication needs are effectively supported across the curriculum. The postholder will manage their own specialist caseload and work closely with the Lead Speech and Language Therapist to contribute to and promote an integrated pupil-centred approach in line with the school's ethos.

### Key responsibilities

#### Clinical and Professional

- To be professionally and legally accountable for all aspects of own work including the management of pupils on the caseload.
- Provide specialist advice and training/guidance to staff and families to support pupils' speech and language therapy needs throughout the school day as per the universal provision offer.
- To demonstrate clinical effectiveness by use of evidence-based practice and outcome measures.
- Maintain accurate, up to date clinical records in line with HCPC and RCSLT standards.
- To write reports for families and relevant professionals that reflect knowledge of speech and language therapy needs as and when required.
- To attend, when appropriate Annual Review and multi-disciplinary meetings, as and when required.
- Based on thorough assessment, develop and implement individual therapy programmes in collaboration with pupils, staff, families and other professionals as and when required.
- Evaluate outcomes to ensure effective, goal-driven therapy delivery.
- Work as part of the multidisciplinary team (MDT), including teaching staff, other therapists and external agencies ensuring complex information is clearly communicated.
- To maintain good working relationship with NHS teams to ensure continuity of care.

#### Professional Development

- Maintain up-to-date professional registration (HCPC) and evidence of ongoing profession specific continuing professional development (CPD).
- Use current research and evidence-based practice to inform and develop service delivery.

#### Effective communication and engagement with students, their families and carers and other professionals.

- Communicate effectively with students, families, carers, and professionals.
- Share information appropriately, providing feedback to staff to support planning and evaluation, in line with safeguarding, confidentiality, health and safety policies.
- Work in a team context – forging and sustaining relationships across agencies and respecting the contribution of others working with children and their families.

#### Professional and Personal Conduct

- Communicate effectively with parents, carers and external professionals, as requested.
- Keep abreast of whole school communication.
- Arrive at school in time to be appropriately prepared for the start of working hours.
- Work collaboratively with colleagues and lead teaching assistants when required.
- Provide accurate feedback and maintain appropriate records.
- Participate in meetings, training and other learning activities and performance development as required.
- Contribute to the overall work/aims of the school.
- Any other duties as requested by the line manager, SLT or HR.

#### **Safeguarding and promoting the welfare of the child**

- Safeguard and promote the welfare of children by providing a safe, supportive environment, working within school policies, maintaining professional boundaries, and understanding role limitations.
- Only carry out care interventions when appropriately trained and assessed as competent, and assist with the supervision of individuals and groups as required.
- Monitor, record, and report safeguarding concerns or changes appropriately, referring to line managers in line with school policies and maintaining accurate records.

#### **Health & safety**

- Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.

Your duties will initially be as set out in the job description, but this could be amended from time to time to reflect changes in or to the job.

## Person Specification

REQUIREMENT	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS /TRAINING</b>	<ul style="list-style-type: none"> <li>• BSc or MSc Speech and Language Therapy</li> <li>• HCPC registration</li> <li>• Evidence of recent training as a commitment to personal and professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• RCSLT membership</li> </ul>
<b>EXPERIENCE</b>		<ul style="list-style-type: none"> <li>• Working in a multidisciplinary team and coordinate efforts with various professionals.</li> <li>• Experience with working within SEN</li> </ul>
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Understanding of children and young people with complex communication needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of EHCP requirements</li> <li>• Developing and delivering staff training programmes</li> </ul>
<b>SKILLS/ABILITIES</b>	<ul style="list-style-type: none"> <li>• Good communications skills</li> <li>• Provide a person-centred approach</li> <li>• Ability to manage large and demanding caseload</li> <li>• Ability to provide effective Speech and Language Therapy assessments and interventions relevant to children with communication, learning difficulties and sensory needs.</li> <li>• Ability to use specialist knowledge to inform service/policy developments.</li> </ul>	<ul style="list-style-type: none"> <li>• Good general IT skills</li> </ul>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Organised</li> <li>• Being discrete, professional, respectful and friendly</li> <li>• Being efficient and dependable, while maintaining flexibility to adapt to rapid change, while remaining calm in unexpected or changing situations</li> <li>• Ability to work successfully as part of a team</li> <li>• Confidentiality</li> <li>• To be committed to the school's policies and ethos</li> <li>• To be committed to continuing professional development</li> </ul>	
<b>EFFORT/ENVIRONMENT</b>	<ul style="list-style-type: none"> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes to use authority and maintaining discipline</li> <li>• To assist with ensuring Safeguarding policies and protocols are correctly followed</li> </ul>	

**Acknowledgement of Receipt of Job Description**

- I have received a copy of the job description for Speech and Language Therapist and have read and understand the duties and responsibilities.
- I understand that the duties and responsibilities in the job description are subject to change at the discretion of my employer at any time.
- I understand that my signature below indicates that I have read and understood the above statements.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_